



MPD RECRUITING AND RETENTION UPDATE FY18 Q4

Fonda Fouché, Talent Management Officer
June 2018

MPD current compliment *(as of July 20th)*

Role	Number of employees
Commissioned Officers	1953
Police Recruit	101
Police Radio Dispatcher	128 <i>(next class starts August 2018)</i>
Police Service Technician	71 <i>(next class starts August 2018)</i>

MPD attrition *(as of July 20th)*

	Police Services								
	Commissioned			Non-Commissioned			All Employees		
	Retirement	Resignation	Total	Retirement	Resignation	Total	Retirement	Resignation	Total
2012	43	31	83	10	25	55	53	56	138
2013	45	57	115	6	17	40	51	74	155
2014	77	83	168	17	23	52	94	106	220
2015	71	111	182	5	18	23	83	121	227
2016	72	68	140	10	35	45	81	103	185
2017	70	65	135	6	37	43	76	102	178
2018	46	35	81	3	19	22	49	54	103

MPD recruiting and retention strategic plan

Executive summary




Our strategic plan for recruiting and retaining MPD is centered on best practices.

Our #1 goal is to increase **MPD complement to 2,300 by 2020.**

In order to do this we have the following plan:

- 1. Evolve City of Memphis culture:** build a culture focused on collaboration, innovation, accountability, and service
- 2. Enhance police recruiting efforts:** add 200 new officers per year
- 3. Enhance force multiplier recruiting efforts:** maintain complement of 125 PSTs and 142 dispatchers
- 4. Lower sworn officer turnover to 2013 levels:** 115 sworn officers per year

MCPD Recruiting and Retention - Goal Progress

Goal	Target	Status	Comments
Enhance police recruiting efforts	Add 200 new officers per year	 	<ul style="list-style-type: none"> • 85 graduated in Aug 17 • 84 graduated in Jan 18 • 69 currently in the Academy • 40 scheduled to start July 9th • PR127 October 2018 -150 Recruits
Enhance force multiplier recruiting efforts	Maintain complement of 100 PSTs and 142 dispatchers		<ul style="list-style-type: none"> • Currently have 67 PSTs • 15 PST Recruits graduated in May • 4 Blue Path Candidates to start July 9th • PST class to start August 5 • PRD class to start



Retention Bonus Update

Next Open Enrollment - July 23-August 3, 2018
30 Eligible Employees

	Silver (3 - 5)	Gold (6 - 8)	Platinum (9 - 11)	Total Participants	CY17 Projected Amount (\$)	Take Rate
Agreement signed	69	323	149	541	\$1,082,000	75%
No agreement	42	94	35	171	\$0	
Grand Total	111	417	184	712	\$1,082,000	

MPD Class Information

Cohort	Class Start Date	Recruiting Target
21st Lateral (Out of State)	TBD	10
126th Police Recruit(PR126)	July 9, 2018	40
BluePath(56th PST)	July 9, 2018	15
57th PST	August 20, 2018	50
6th Fast Track (In State)	September 17, 2018	10
127th Police Recruit(PR127)	October 1, 2018	150
22nd Lateral (Out of State)	November 12, 2018	15

Upcoming Initiatives and Action Plan

1. Expanding recruitment efforts to target all cohorts(Basic Recruit, Lateral, and FastTrack) and increase application numbers

- National Recruitment Marketing Firm procurement
 - Develop strategic recruitment marketing campaign for all cohorts
- Virtual Career Fair
 - Projected Date: Fall 2018
- Chicago Road Show
 - Projected Date: September 2018
- PoliceApp partnership
 - Unlimited job postings on PoliceApp.com
 - Boosted social media postings on PoliceApp pages
 - Full access to the PoliceApp Recruitment Lead Management (RLM) Tool
 - Postings on MPD's behalf on law enforcement recruitment sites, professional organizations, and college job boards
- Jobs4Police.com partnership
 - In progress
 - Reaching over 735,000 Police & Fire Candidates & over 2125 Police & Fire Departments Monthly
- National Fraternal Order of Police Partnership
 - Targeted recruitment of Lateral and FastTrack applicants
 - MPD will be highlighted recruitment agency during annual convention - August 2018
- Expand advertising at University of Memphis home games
 - Will now include football home games

Upcoming Initiatives and Action Plan

2. Relaunch of Best in Blue Campaign starting in July.

- Media tour to discuss new requirements
- Roadshow starting in July
 - Seattle, WA
 - Chicago, IL and surrounding areas
 - Jackson, MS
 - Nashville, TN
 - Baton Rouge, LA
 - Mobile, AL
 - Little Rock, AR
 - Shreveport, LA
- Hired Full time employee to recruit for Blue Path
 - Developing a Recruitment Plan
 - Partnering with COPS program
- Recruit at Redbirds Home games
- Create a new JoinMPD website
- Offer Conditioning Camp for prospective applicants

3. Background Review Improvements

- Benchmarking other cities
- Best practices to improve the process